U.S.ARMY
THE ARMY CAMPAIGN PLAN
THIS ARMY
THIS DECADE
Changing NOW
Family

The Army is Changing NOW

- To reduce stress of **deployments**
- To improve unit & family **stability**
- To create more **flexible** organizations

*But **HOW** will this happen*
__WHEN__ will it happen, and
__WHAT__ does it mean to me?

How is the Army Changing?

Improve Deployments

- Increase high demand skills
- Create larger rotation pool
- Improve deployment predictability

24 - 32 % more combat units

More Stability

- Reduce PCS moves
- Stabilize Soldiers and Leaders
- Synchronize Soldier tour with unit deployments
- Focus training around replacement cycles

Less moves longer tours

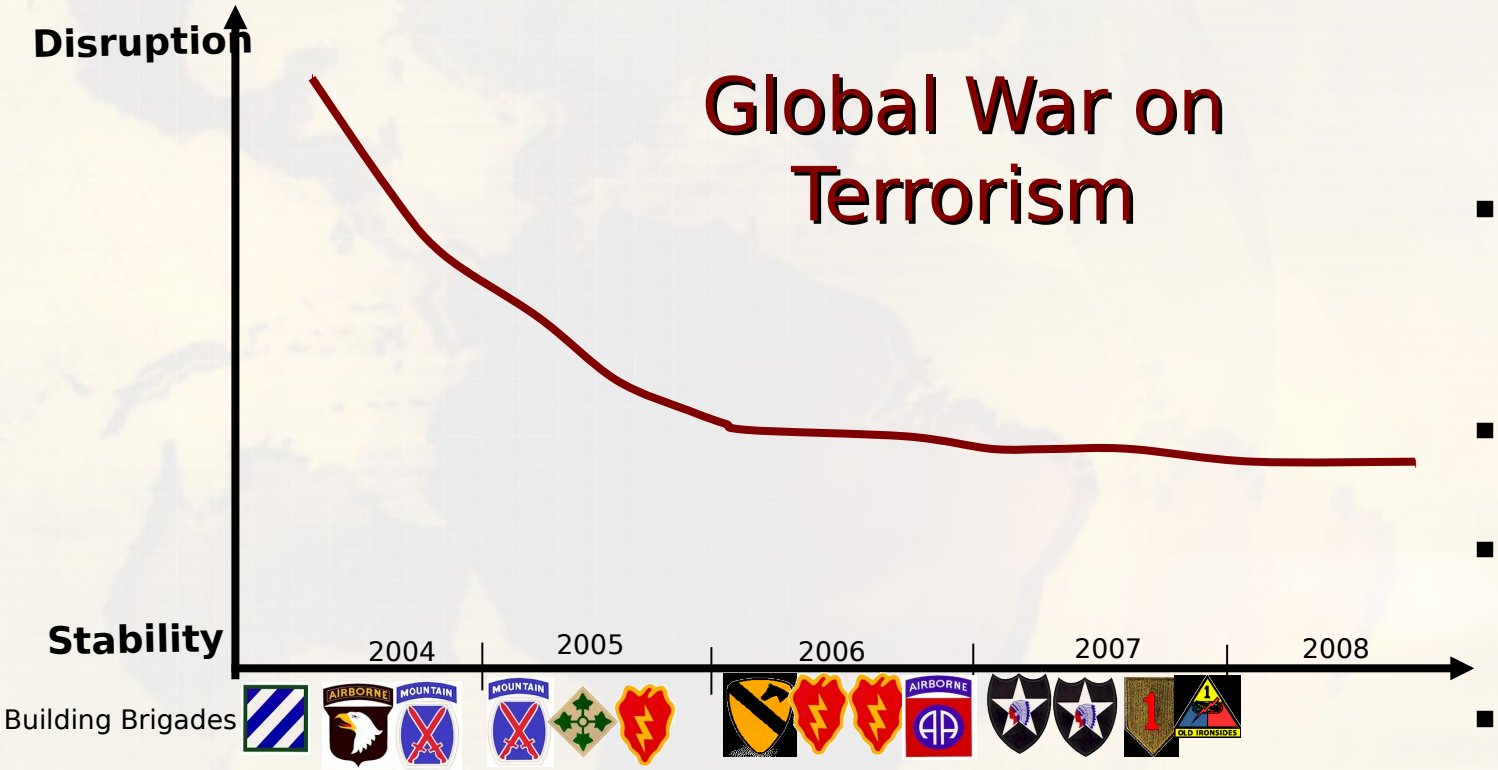
Improved Flexibility

- Standardize unit design
- Organize by task
- Create interchangeable units
- Center on brigades (vice large division)

Common AC/RC unit design

More Cohesive, Agile, Combat-Ready Forces More Stable, Predictable Lifestyle

What Happens When?



- Restructure and build new Brigade Combat Teams/ Unit of Action
- Implement stabilization initiatives as we convert units
- Build more “high demand” units
- Convert MOSs as we restructure
- Fight the War!

hanging While the Engine’s Running – Not Business a

Force Stabilization: How We Will Man The Force

Stabilization

- Most stability and predictability
- Longer assignments for CONUS-based Soldiers and Families
- Extended initial tours
- Enables higher levels of cohesion
- Uses a regional approach
- Multiple opportunities to return to same post

Unit Focused Stability

- Synchronizes with Unit Operational Cycle
- Minimizes Soldier losses for deployed units
- Provides combat ready, agile, cohesive units
- Uses Lifecycle and Cyclic Manning Management

Individual Replacement System (IRS)

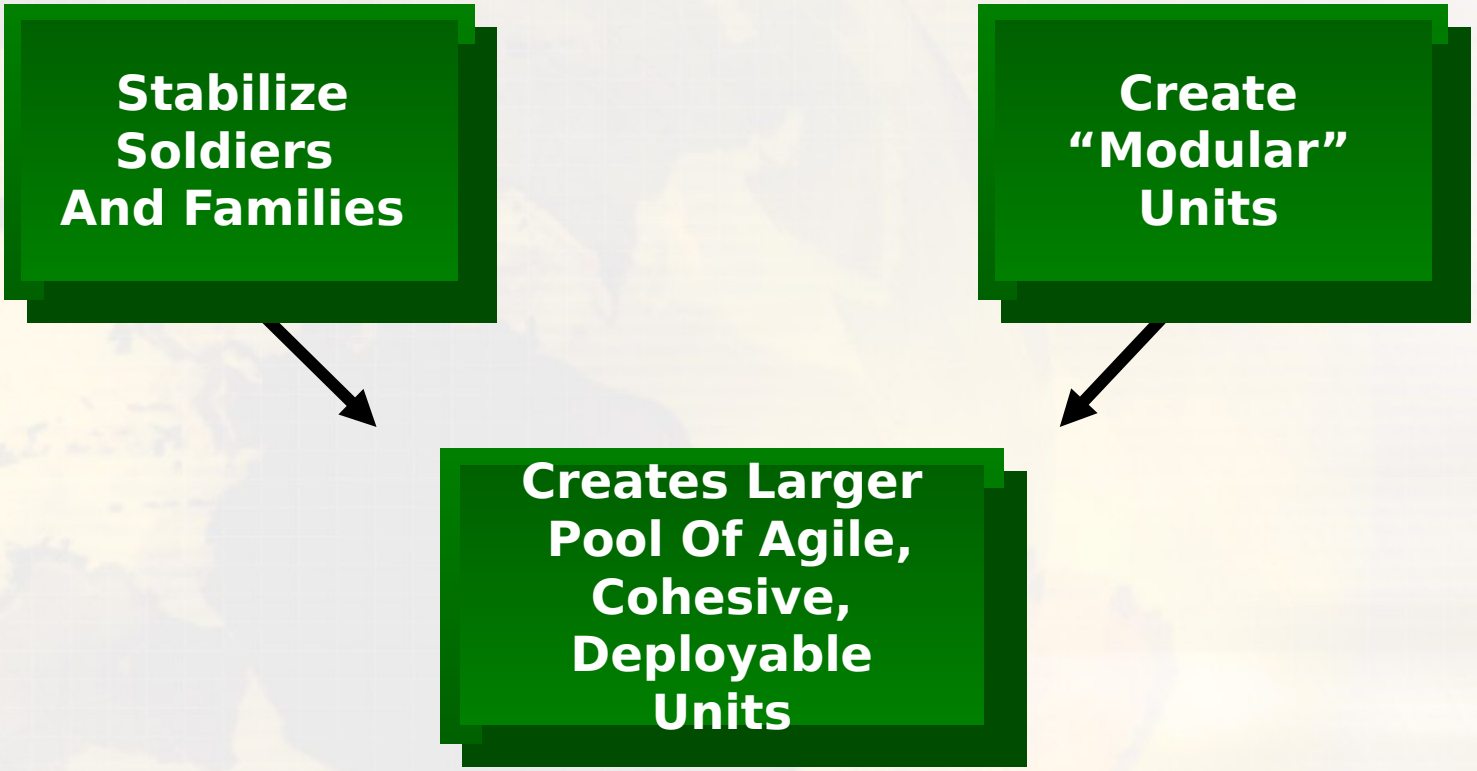
- Current system doesn't go completely away
- Used for most OCONUS units until return to CONUS
- Used for the Institutional Army (TRADOC, etc)
- Some low density specialties will always stay IRS

Stabilization

Stabilization increases stability and predictability

- Soldiers spend longer tours at CONUS installations, moving only to:
  - Meet the needs of the Army
  - Fulfill leader development requirements
  - Satisfy individual preferences
- Minimizes personnel turbulence; Provides “deeper roots”
  - Enlisted Soldiers can reenlist Present Duty or Needs of the Army
  - All Soldiers will be encouraged to return to the same post repetitively over their career
- Further stability and predictability are supported by:
  - Incentives for Soldiers to extend in short tour areas
  - Future rotation-based Army
  - Regional approach for future assignments

What Else Are we Doing?



Our personnel policy changes coupled with changing and creating more like units will help provide the stability families want and need

Where Are We Headed?

Increase Combat Power

Redesign the Organization

- Smaller units (brigade not division)
- Tailorable units
- Increase manning levels
- Standardized unit designs

Modular

Optimize the Capabilities

- Increase high demand units
- Reduce heavy forces
- Increase infantry, MP, CA
- Convert military to civilian positions
- Faster deployments
- Interchangeable units

Rebalance

Redefine the Culture

- Wartime decision making
- Warrior Ethos
- Revise Euro/Pacific basing
- Task Organization
- Integrate w/Joint Force & other nations
- Incentives to extend short tours

Warrior

Relieve the Stress

- Reduce PCS moves
- Increase tour length
- Stabilize Soldiers and families
- Increase number of units
- Predictable deployments

Stabilize

Joint & Expeditionary Army with Campaign Capabilities

What Does it Mean?

	No Change	Improved
For the Soldier	▪ Promotion potential ▪ Training/education ▪ Leader development	▪ Unit cohesion ▪ Combat ready ▪ Agile, deployable units ▪ Deployment predictability ▪ Rotational base
For the Family	▪ Commitment to families ▪ Current benefits and entitlements	▪ Community roots ▪ Spouse employment ▪ Family relocation ▪ School continuity ▪ Home investments ▪ Healthcare continuity
For the Nation	▪ Relevant and Ready Army ▪ Soldiers first ▪ Joint context ▪ Larger pool for rotation	▪ Meet the nation's needs ▪ Return on investment

What Isn’t Changing?

The Soldier is the Centerpiece of all our Units.

Soldiers are:

- The most effective, flexible, and adaptable asset we possess
- The Army’s best sensor – receives, processes information better than any technology
- The face of the United States overseas

Everything We Do is Designed to Support Them

Why Is This So Important to Us?

We Care

- Families play an integral role in fulfilling the Nation's strategic commitments
- Our new initiatives
  - Slow down the force (less PCS moves)
  - Enhance cohesion and readiness in our units
  - Create stability and predictability for Soldiers and Families through stabilization
  - Increase the pool of forces available for deployment

How Can You Help?

- **R**emain a valued member of the Army family
- **U**nderstand change is a process, not an event
- **C**onvey the message to others
- **K**eep a positive attitude
- **S**upport your spouse and loved ones
- **A**sk questions; demand answers
- **C**orrect misconceptions
- **K**now that your Army cares!

Bottom Line

- Families play an integral role in the Army
- Our Army is respected--by our citizens, media, leadership...and enemies.
- Our force will be more stable and predictable--but we face some instability over the next eighteen months.
- We have won many new entitlements and authorizations for Soldiers and families--and are fighting for more.
- Our Army is a team--of all Components, DA Civilians, family members, and selected contractors.
- Our Army and Nation need you--stay the course!

"To see a rainbow, there must first be some rain."
— Unknown Proverb

"Inclement Weather Plan: 'If it rains, Soldiers get wet.'"
— Unattributed 1SG